

JOSEPH I. CASTRO

EDUCATION

Stanford University, Ph.D., Education (Higher Education Policy and Leadership), 1998
University of California, Berkeley, M.P.P., Public Policy, 1990
University of California, Berkeley, A.B., Political Science, 1988

Professional Education:

Spectrum Executive Leadership Fellow, American Council on Education, 2013
Executive Leadership Fellow, University of California, Berkeley and AAAHE, 2011
University of California Senior Leadership Institute, 2007
University of California Management Institute, 2001

SUMMARY OF ADMINISTRATIVE POSITIONS

Vice Chancellor, Student Academic Affairs, UC San Francisco, 2010-Present
Dean (Interim), Graduate Division, UC San Francisco, 2011-12
Special Assistant to the Chancellor, UC San Francisco, 2010
Vice Provost, Student Academic Affairs, UC San Francisco, 2008-10
Associate Vice Chancellor, Student Academic Affairs, UC San Francisco, 2006-08
Executive Director, Academic Preparation, UC Santa Barbara, 2001-06
Director, Academic Programs, UC Merced, 1997-2001
Director (Interim), Educational Research Center, UC Davis, 1998-2000
Assistant Dean, Goldman School of Public Policy, UC Berkeley, 1993-97
Analyst, State Governmental Relations, UC Office of the President, 1990-93

SUMMARY OF ACADEMIC POSITIONS

Professor (Adjunct), School of Medicine, UC San Francisco, 2007-Present
Associate Professor (Adjunct), School of Education, UC Santa Barbara, 2001-06
Assistant Professor (Adjunct), School of Education, UC Davis, 1998-2001

ADMINISTRATIVE EXPERIENCE

UNIVERSITY OF CALIFORNIA, SAN FRANCISCO

2006-Present

**Vice Chancellor
Student Academic Affairs
2010-Present**

**Dean (Interim)
Graduate Division
2011-12**

**Special Assistant to the Chancellor
2010**

**Vice Provost
Student Academic Affairs
2008-10**

**Associate Vice Chancellor
Student Academic Affairs
2006-08**

Current Position Description

Responsible for strategic planning and leadership for the following areas:

- Enrollment Services (Registrar, Student Financial Aid, Student Information Services)
- Online Education
- Center for Interprofessional Education
- Educational Technology Services
- Student Health and Counseling Services
- Student Support Services (Career and Professional Development, Disability Services, Learning Resources, Student Life/Student Activity Center, Mission Bay Student Services)
- International Students and Scholars
- Institutional Research
- Hispanic Association of Colleges and Universities (HACU) Liaison
- Western Association of Schools and Colleges (WASC) Accreditation Liaison Officer
- First Generation to College Student Initiative
- Student Academic Affairs Administration, Finance and Special Projects
- UCSF/Hastings College of the Law Consortium
- University Community Partnerships (2010-11)
- Center for Educational Partnerships
- Synapse (Campus Newspaper)

Manage annual operating budget of over \$21 million, oversee distribution of \$126 million in student financial aid and supervise staff of 105.

Major Accomplishments:

Academic Initiatives

- Leading budget and strategic planning effort to ensure financial stability for academic units in Provost's Office, including Academic Affairs, Graduate Division, Library and Student Academic Affairs. Identified \$750,000 in near-term cost-saving and revenue enhancement strategies.
- Initiated Center for Innovation in Interprofessional Education and recruited internationally acclaimed faculty member from Great Britain to be founding Director. The Center received a \$2 million grant from the Moore Foundation within the first six months of being established.
- Collaborated with Provost to develop and implement initiative providing \$3 million annually in new graduate fellowship funding, which has enabled UCSF to expand access to a larger number of talented and diverse students.
- Led successful campus reaccreditation with maximum ten-year renewal from Western Association of Schools and Colleges.

Development

The Chronicle of Philanthropy ranks UCSF as one of the top fundraising organizations in the United States. For eight consecutive years, revenue from private support has surpassed the revenue UCSF receives from state appropriations. In 2011-12, UCSF received \$329 million in private support. During the same fiscal year, state appropriations totaled 4 percent of UCSF's \$3.9 billion operating budget.

On behalf of the Chancellor, lead a four-year \$100 million health science education initiative to ensure that UCSF continues to attract the best, brightest and most diverse students, regardless of their financial circumstances. UCSF has raised over \$40 million to support education priorities across the campus. Collaborate with the Chancellor and other senior leaders on all major development efforts.

Entrepreneurial Strategic Initiatives

- Initiated and co-lead the development of new online education programs, including a new partnership with Coursera and the campus' first online degree program scheduled for 2014. Our first three Coursera courses have attracted over 110,000 students. UCSF was the first UC campus to initiate a partnership with Coursera.
- Created a new endowment with an annual payout of \$1 million to support educational technology infrastructure at UCSF through the sale of unused broadcast spectrum owned by the campus.

Governmental Relations/Board Relations

- Lead Senior Executive chosen to represent Chancellor in meetings with local, state and federal government elected leaders to advocate for resources to support campus and UC system.
- Create and deliver presentations to UCSF Foundation Board and UCSF Alumni Association Board.
- Led development of partnership with San Francisco Unified School District, which aims to eliminate the achievement gap between underrepresented and other students.

Diversity

- Transformed the diversity of my direct reports group to include a significant number of women, people of color and LGBTQ leaders.
- Led development of UC's first Interprofessional Health Education Post Baccalaureate Certificate Program, which has helped to increase the number of underrepresented students in the Schools of Dentistry, Medicine and Pharmacy.
- Initiated and co-chair of campus committee that conducted comprehensive review of diversity efforts and recommended first-ever Vice Chancellor of Diversity and Outreach position.
- Developed diversity plan that led to UCSF being named by Hispanic Business Magazine as the Top Medical School in the U.S. for Hispanic/Latino students.

UNIVERSITY OF CALIFORNIA, SANTA BARBARA

**Executive Director
Academic Preparation and Equal Opportunity
2005-06**

**Executive Director
Campus Outreach Initiatives
2001-05**

Major Accomplishments:

- Founded new campus-wide outreach office that helped to propel UCSB into one of the most diverse AAU institutions in the nation and position it to be the first AAU member that is Hispanic-serving.
- Led campus effort to manage and renew a multi-million dollar grant from the W.K. Kellogg Foundation to support educational outreach programs.

- Secured funding from an array of external sources, including a \$500k gift from business leader and philanthropist, James Jimenez, to support outreach programs.
- Initiated educational partnership with Santa Ynez Band of Chumash Indians, which led to the establishment of the Chumash Scholars Program.
- Represented Chancellor in campus and systemwide advocacy efforts with local, state and federal government elected leaders.
- Managed \$3 million annual operating budget and 13 staff members.

UNIVERSITY OF CALIFORNIA, MERCED

Founding Director Academic Programs 1997-2001

Major Accomplishments:

- Established new multi-disciplinary academic centers in Fresno, Bakersfield and Merced.
- Developed campus' first Division of Professional Development (Extension), Summer Session and Writing Project.
- Designed campus' initial K-12 outreach programs, which helped UC Merced to enroll among the most diverse students in the UC system.
- Represented Chancellor in campus and systemwide advocacy efforts with local, state and federal government elected leaders.

UNIVERSITY OF CALIFORNIA, BERKELEY

Assistant Dean Richard and Rhoda Goldman School of Public Policy 1993-97

Major Accomplishments:

- Collaborated with Dean to secure a \$10 million gift from the Goldman Foundation, which was the school's largest private gift at the time.

- Led national consortia to continue successful Public Policy and International Affairs Program, which prepared underrepresented students for graduate schools in public policy.
- Collaborated with Mitsubishi Electric America Foundation to create the nation's first program to prepare students with disabilities for graduate schools in public policy.
- Initiated and managed successful multi-million dollar seismic retrofit and renovation project for the School's historic 100-year old plus facility.

UNIVERSITY OF CALIFORNIA, OFFICE OF THE PRESIDENT

Special Assistant Office of the Provost 1996-97

- Provided information and analysis to the Provost and Vice Provost on a wide array of academic and physical planning matters for a new campus in San Joaquin Valley.

Senior Legislative Analyst Office of State Governmental Relations 1991-93

Legislative Analyst Office of State Governmental Relations 1990-91

- Provided information and analysis on high priority legislation for Regents, UC President and Vice Presidents, Chancellors, Vice Chancellors, and student, faculty and staff leaders.

ACADEMIC EXPERIENCE

UNIVERSITY OF CALIFORNIA, SAN FRANCISCO

Professor (Adjunct) School of Medicine 2007-Present

Courses taught: Leadership and Policy, Foundations of Patient Care, Health Policy (Health Care Organization and Finance).

UNIVERSITY OF CALIFORNIA, SANTA BARBARA

Associate Professor (Adjunct) Gevirtz School of Education

2001-06

Courses taught: Higher Education Leadership and Policy, Education Policy
Supervised doctoral dissertations

UNIVERSITY OF CALIFORNIA, DAVIS

Director (Interim)
Educational Research Center (Fresno)
1998-2000 (Part-time)

Assistant Professor (Adjunct)
School of Education
1999-2001

Course taught: Leaders and Leadership
Supervised doctoral dissertations

**WESTERN ASSOCIATION OF SCHOOLS AND COLLEGES (WASC) LEADERSHIP
EXPERIENCE:**

- WASC Accreditation Liaison Officer, University of California, San Francisco, 2006-Present
- Chair, WASC Visiting Team for Educational Effectiveness Review, Pacific College of Oriental Medicine, 2012
- Chair, WASC Visiting Team for Capacity and Preparatory Review, Pacific College of Oriental Medicine, 2011
- Chair, WASC Accreditation Steering Committee, University of California, San Francisco, 2006-10
- Member, WASC Visiting Team for Educational Effectiveness Review, University of California, San Diego, 2010
- Member, WASC Visiting Team for Capacity and Preparatory Review, University of California, San Diego, 2009

SELECTED GRANTS

- UC Office of the President, Health MESA Model, \$100,000, 2011

- National Institute on Minority Health and Health Disparities, “Promoting Research Opportunities Fully-- Prospective Academics Transforming Health, \$1.8 million, 2011 (with L. Aronsen and A. Fernandez)
- California Wellness Foundation, “UCSF Braintrust”, \$5,000, 2010
- California Health Care Foundation, “UCSF Braintrust”, \$15,000, 2010
- W.K. Kellogg Foundation, “California ENLACE” (with Sara Lundquist and Juan Lara), \$1 million, 2005
- Santa Ynez Band of Chumash Indians, “Chumash Scholars Program”, \$25,000, 2005
- Santa Barbara Foundation, “Project Success”, \$57,000, 2005
- Office of the Executive Vice Chancellor, University of California, Santa Barbara, “Tomas Rivera: Artist, Activist and Leader” (with Naftaly Glasman), \$8,000, 2004
- Ford Foundation/Rutgers University Institute for Women’s Leadership, “Re-Affirming Action: Designs for Diversity in Higher Education” (with Sarah Fenstermaker and John Mohr), \$10,500, 2004
- Academic Senate Committee on Research, University of California, Santa Barbara, “The Leadership Style and Interactions of Tomas Rivera” (with Naftaly Glassman), \$11,000, 2002
- California Policy Research Center, University of California, “Improving Administrative Leadership and Teacher Professional Development in Fresno and Kern Counties” (with Janet Chrispeels), \$15,000, 2002

PUBLICATIONS

Themes: Leadership, Policy and Diversity in Higher Education

- Castro, J.I., Fenstermaker, S., Mohr, J. and Guckenheimer, D. (2009), "Institutional Contexts for Faculty Leadership in Diversity: A UC Santa Barbara Case Study" in W. Brown-Glaude (ed.) *Doing Diversity in Higher Education: Faculty Leaders Share Challenges and Strategies*. New Brunswick, NJ: Rutgers University Press.
- Castro, J.I., Fenstermaker, S., & Mohr, J. (2006). "Re-Affirming Action at UCSB: Faculty Commitment to Diversity and Change" in *Re-Affirming Action: Designs for Diversity in Higher Education*, Rutgers University Institute for Women's Leadership.
- Castro, J.I. (2004), *Promoting Leadership Development and Collaboration in Rural Schools*. In *Learning to Lead: The Challenge and Promise of Principals Sharing Leadership*, J. Chrispeels (Ed.), Sage Publications.
- Editorial Board, Rethinking the SAT: The Future of Standardized Testing in University Admissions, Zwick, R. (Ed.), Falmer Press (2004).
- Castro, J.I., Chrispeels, J.H. & Arellano, B. (2003). *Strengthening Leadership and Enhancing Teacher Professional Development in Rural Schools. University of California Policy Research Center Policy Brief Series*.

PAPERS

- Castro, J.I., Fenstermaker, S., Mohr, J. and Guckenheimer, D. (2009). "The Role of the Faculty Activist in Creating Change in University Diversity Policies. Paper presented at the American Sociological Association Meeting, San Francisco, CA.
- Castro, J.I., Fenstermaker, S., Mohr, J. and Guckenheimer, D. (2009). "The Social Role of the Faculty Activist: A Practice Theory Approach to Structural Equivalence Mapping." Paper presented at the Sunbelt Social Networks Conference, San Diego, CA.
- Castro, J.I., Fenstermaker, S., Mohr, J. and Guckenheimer, D. (2008). "The Role of Faculty in Institutional Governance and Change." Paper presented at the Women's Leadership Institute, Rutgers University, New Brunswick, NJ.
- Castro, J.I., Fenstermaker, S., Mohr, J. and Guckenheimer, D. (2008). "Reproducing 'The Divide': Administrators' Views of Faculty." Paper presented at the American Sociological Association Meeting, Boston, MA.
- Castro, J.I., Fenstermaker, S., Mohr, J. and Guckenheimer, D. (2007). "Faculty as Institutional Change Agents: Preliminary Results from a National Survey Of The Professoriate." Presentation at the "Changing the Culture of the Academy" Conference, Berkeley, CA.

- Castro, J.I., Glasman, N. & Runkle, K. (2004). The Leadership Style and Interactions of Tomas Rivera, Former Chancellor of the University of California, Riverside, Paper presented at 2004 Conference of the American Educational Research Association

HONORS AND AWARDS

- Keynote Speaker, Legends of China/Silk Road to the Future Program, 2013
- Power of 10 Award, University of California Office of the President, 2012
- Leadership Award, UCSF Council of Minority Organizations, 2011
- International Cooperation Award, Beijing Municipal Education Commission, 2011
- Keynote Speaker, Beijing International Higher Education Forum, 2011
- Martin Luther King, Jr. Award, University of California, San Francisco, 2010
- Administrator of the Year Award, University of California Student Association, 2010
- Profiles in Excellence Award, KGO-TV Channel 7 (ABC), 2010
- Keynote Speaker, Chancellor's Award for Institutional Excellence Ceremony, University of California, Berkeley, 2009
- Keynote Speaker, Public Policy Students of Color Dinner, University of California, Berkeley, 2007
- Robert Rinker Inspiration Award, UC Santa Barbara, 2006
- Commencement Flagbearer, Stanford University School of Education, 1998
- Fellowship, Stanford University School of Education, 1994-1998
- Fellowship, U.S. Department of Education, 1995-96
- Fellowship, Alfred Sloan Foundation, 1987-90
- Fellowship, University of California, Berkeley, 1989-90
- Scholarship, National Hispanic Scholarship Fund, 1987 and 1990
- Award, University of California at Berkeley Educational Opportunity Program, 1987
- Scholarship, Kings County Council of Mexican American Women, 1984
- Scholarship, Kings County Sociedad Progresista, 1984

UNIVERSITY OF CALIFORNIA SERVICE (Partial List)

- Chair, Search Committee for UCSF Vice Provost for Academic Affairs, 2013
- Chair, Search Committee for UC System Associate Vice President for Admissions, 2013
- Co-Chair, UCSF Online Education Coordinating Committee, 2012-Present
- Member, Search Committee for UC System Provost, 2012
- Chair, UC Council of Vice Chancellors of Student Affairs, 2011-Present
- Member, UC President's Council on Climate, Culture and Inclusion, 2010-Present
- Chair, UCSF Information Technology Governance Subcommittee on Education, 2010-Present
- Member, UCSF Council on Climate, Culture and Inclusion, 2010-Present
- Co-Chair, Student Health Insurance Program Advisory Board, University of California, 2010-12

- Co-Chair, Graduate Student Health Insurance Implementation Team, University of California, 2010
- Member, Chancellor's Committee on Sustainability, 2010-Present
- Member, Chancellor's Executive Committee, 2010
- Co-Chair, Diversity and Outreach Subcommittee, University of California, San Francisco, 2010
- Council of Vice Chancellors of Student Affairs, University of California, 2006-Present
- Co-Chair, Graduate Student Health Insurance Workgroup, University of California, 2008-09
- Chair, Faculty Steering Committee, University of California Linguistic Minority Research Institute, 2007-09
- Chair, Academic Calendar Committee, University of California, San Francisco, 2008
- Chair, Academic Outreach Committee, University of California, San Francisco, 2007-08
- Chancellor's Academic Diversity Committee, University of California, San Francisco, 2006-10
- Advisory Board, Center for Chicano Studies, University of California, Santa Barbara, 2004-2006
- Advisory Board, ENLACE y Avance Program, 2001-2006
- Search Committee, Dean, Gevirtz Graduate School of Education, University of California, Santa Barbara, 2004-2005
- Chair, University of California, Santa Barbara Gevirtz Graduate School of Education Administrative Services Credential Review Panel, 2003-04
- Coordinating Committee, UC Faculty Outreach Conference, 2004
- Executive Vice Chancellor's Task Force on Graduate Diversity, University of California, Santa Barbara, 2004
- Executive Vice Chancellor's Task Force on Conflict Resolution, University of California, Santa Barbara, 2004
- Admissions Committee, University of California, Santa Barbara/California Polytechnic San Luis Obispo Joint Doctoral Program in Educational Leadership, 2003
- Editorial Board, University of California, Santa Barbara SAT Conference Publication, 2002-04
- Joint Steering Committee, University of California and the California County Superintendents Association, 2002-05
- University of California, Santa Barbara Sexual Harassment Advisory Panel, 2001-06
- University of California, Davis /California State University, Fresno Joint Doctoral Program in Educational Leadership Faculty Graduate Group, 1999-Present
- School Partnership Leaders Group, 1998-2002
- University of California/Greenlining Institute Partnership Executive Committee, UC Merced Sub-Committee and Undergraduate and Graduate Outreach Committee, 2001-02
- Presidential Advisory Committee on Master Plan for Higher Education, 2000-02
- Commission on the Support and Growth of Graduate Education, 2000-01
- Design Team, University of California, Santa Barbara/California Polytechnic San Luis Obispo Joint Doctoral Program in Educational Leadership, 2002
- Council of Vice Chancellors of Undergraduate and Student Affairs, 1999-01

- Council of Deans of Education, 1999-01
- Summer Sessions Directors, 2000-01
- College Prep Initiative Advisory Committee, 1998-01
- University of California at San Francisco Partnership for Health Education Board of Directors, 1998-01
- Systemwide Vice President of Educational Outreach Advisory Board, 2000-01
- Search Committee, UC/CSU Joint Doctoral Program in Educational Leadership Co-Director, 2001
- University of California at Berkeley Goldman School of Public Policy Diversity Council, 1997-99.
- University of California at Berkeley Chicano/Latino Policy Project Executive Advisory Board, 1994-1997
- Volunteer Recruiter in the San Joaquin Valley, University of California at Berkeley Office of Admissions, 1994-96

COMMUNITY SERVICE AND AFFILIATIONS (Partial List)

- President (2011) and Board of Directors, Canal Alliance (San Rafael, CA), 2010-Present
- Board of Trustees, Future Leaders of America, 2005-2008
- Member, Santa Barbara Latino Student Achievement Task Force, 2004-2006
- Board of Trustees, La Casa de la Raza (Santa Barbara, CA), 2003-04
- Member, School Site Council, Isla Vista Elementary School, 2001-2003
- Member, University of California at Berkeley Order of the Golden Bear, 1987-Present
- Board of Trustees, Arte Americas, 1999-2001
- Board of Directors, Central Valley Technology Center, 1998-2001
- Executive Committee, Central California Higher Education Consortium, 1998-2001
- Board of Directors, Fresno Area Stanford University Alumni Association, 1998-2001
- Invited University Interviewer, Edmund Muskie Fellowship Program, Kiev and Lviv, Ukraine, 1997
- Invited University Interviewer, Edmund Muskie Fellowship Program, Vladivostok, Russia, 1995
- Advisory Board Member, Academy for Educational Development Policy, 1994-1997